

# Exhibit C

Message

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**From:** Bowman, Beth A SENA-STE/3 [/O=SHELL/OU=AG3-SHELL/CN=RECIPIENTS/CN=USI+BOW2]  
**Sent:** 4/3/2014 8:26:26 AM  
**To:** Rangan, Sri SENA-STE/34 [REDACTED]  
**Subject:** FW: Open Power Sales position

Let's discuss.  
We should take this to Frans.

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**From:** Olmen, Teri M SENA-HRUA/AUSS  
**Sent:** Wednesday, April 02, 2014 9:20 PM  
**To:** Rangan, Sri SENA-STE/34; Bowman, Beth A SENA-STE/3  
**Cc:** Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** RE: Open Power Sales position

Sri & Beth,

I've tried to reach Beth by phone to discuss, but haven't been able to connect in the last couple of days, so responding via email. Sri and I have discussed briefly, and we'll meet to review this and other staffing needs tomorrow.

As reviewed previously, the only available roles (currently) in Inside Sales are a JG6 in Houston and a JG6 in Calgary. One of these was a result of a March 1 promotion, the other was a transfer to another Shell business. Approval to upgrade these roles to JG5 lies with HR, not with the business. Our organizational design was to have 2 roles of the 15 in this group at JG6. That structure still remains. This group has already been through a formal Shell Job Evaluation, and changing the structure puts our recent severance actions at risk.

So, we do not have a current JG5 Inside Sales position open and will not be making an immediate offer at that level. If someone leaves the organization, then we can discuss this option. Megan and I will meet with Sri tomorrow to plan next steps.

Thank you,  
Teri

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**From:** Rangan, Sri SENA-STE/34  
**Sent:** Wednesday, April 02, 2014 10:43 AM  
**To:** Bowman, Beth A SENA-STE/3; Rozelle, Megan B SENA-HRUA/AUSS; Olmen, Teri M SENA-HRUA/AUSS  
**Subject:** RE: Open Power Sales position

All:  
Based on Beth's note below, we are ready to move forward with a JG 5 offer to Robert Dedmon. Please advise next steps.

Beth: **FYI** - We are short staffed on South/NE Power ANT desks and we are heading into critical summer period and have to get resources in place & trained up as fast as we can. As you know, Michael, Priscilla & Jimmy are already overloaded at that desk. We are talking about \$3-4 Mln in GM generation if we are smart about resource recruitment and training ahead of the peak summer period.

Thanks

Sri

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**From:** Bowman, Beth A SENA-STE/3  
**Sent:** Monday, March 31, 2014 4:35 PM  
**To:** Rangan, Sri SENA-STE/34  
**Cc:** Rozelle, Megan B SENA-HRUA/AUSS; Olmen, Teri M SENA-HRUA/AUSS  
**Subject:** RE: Open Power Sales position

This should stay a JG 5.

I can be reached at 858 204 9183 if anyone would like to discuss.

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**From:** Rangan, Sri SENA-STE/34  
**Sent:** Monday, March 31, 2014 8:14 AM  
**To:** Bowman, Beth A SENA-STE/3  
**Cc:** Rozelle, Megan B SENA-HRUA/AUSS; Olmen, Teri M SENA-HRUA/AUSS  
**Subject:** FW: Open Power Sales position

Beth

GM! Please read below. Is this something you support and approved? We posted two jobs as JG 5, filled one and this is the second one. There is absolutely no difference in the tasks required of the two roles – They are both for the South Power ANT and require skills to market and sell in the ERCOT market - one where we are trying to grow.

- 1) I have concerns around our ability to fill this role as a JG 6, based on the skillset/experience we require in the market
- 2) Why would we post two roles that require the same exact tasks in different JG? What happens if we hire a female or POC candidate in this role vs. Patrick Frnka that we hired in the 1<sup>st</sup> open JG 5 role? Would we inadvertently be creating differences in JG & compensation that now becomes gender & other criteria specific for doing the same job? For example the person we want to make an offer to now is African American male.

Again, I am expressing strong discomfort in suddenly lowering the JG after we have identified the candidate, who we know from our interview process is POC. Please advise if you are willing to move forward to lowering the JG at this point.

Thanks

Sri

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**From:** Hartnett, Jennifer R SENA-STE/34  
**Sent:** Monday, March 31, 2014 8:06 AM  
**To:** Rangan, Sri SENA-STE/34  
**Subject:** Open Power Sales position

I was told by HR Friday afternoon that the JG5 Power Sales position which I have been trying to fill externally now has to be changed to a JG6 and reposted as such internally. The role had already been approved as a JG5. The reason I was given is that since the time this position was initially posted, we have promoted Amanda Hardcastle so now we have one less JG6. HR claims that we need to keep the balance of JG5's and 6's the same.

For this role we had made an offer to one external experienced candidate, and were unable to come to agreement due to their salary requirements. We asked HR last week to make an offer to another experienced candidate. The idea of changing the Job grade in the middle of the process is unreasonable.

**Anything you can do to support my efforts to keep this role as a JG5 would be greatly appreciated.**

I would also like to discuss how we can change the balance of Sales positions from mostly 5s and 6's to be mostly 4's and 5's.

Jennifer Hartnett  
Sales Supervisor

Shell Energy North America  
[REDACTED]

Office: 713-767-5339

Cell: [REDACTED]

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Message

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**From:** /o=shell/ou=msxscs/cn=recipients/cn=usi+rans [/o=shell/ou=msxscs/cn=recipients/cn=usi+rans]  
**To:** Olmen, Teri M SENA-HRUA/AUSS [REDACTED]  
**CC:** Hartnett, Jennifer R SENA-STE/34 [REDACTED]; Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** [REDACTED] Bowman, Beth A SENA-STE/3 [REDACTED]  
RE: JG5 Inside Sales

Teri

GM! Thanks for your patience. I had a chance to discuss with Beth next steps regarding role below.

- 1) We would like to proceed with an offer to Robert Dedmon as a JG 6 with the following notes:
  - a. That we offer him compensation that is competitive to his skill set (possibly the higher end of JG 6 range)
  - b. That we submit a promotion request for him when we are able to get a freed up JG 5 within Sales Planning.

I again want to document my discomfort in offering a job to a POC candidate at a lower JG when we have just offered the same exact role (same region/product) to a non POC candidate at a higher JG just a month ago. With Beth's guidance and above consideration, I request we proceed with my request.

As always we will continue to work through the mandated HR processes in filling our roles.

Thank you. Please let us know if you need additional information to proceed.

Thank you!

**Sri Rangan**

Manager - Sales Planning  
Shell Trading North America

1000 Main, Houston, TX 77010

Work: 713.767.5311

Cell: [REDACTED]

Email: [REDACTED]

Internet: <http://www.shell.com/trading>

---

**From:** Olmen, Teri M SENA-HRUA/AUSS  
**Sent:** Thursday, April 17, 2014 1:04 PM  
**To:** Rangan, Sri SENA-STE/34  
**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** JG5 Inside Sales

Sri,

Your request to make an offer to an external candidate for a JG5 Inside Sales Role has been denied. The only available position you have currently for this group in the US is a JG6. We could begin to source the JG6 role immediately if you wish. I understand that we have a potential daisy chain in process. This may result in another open position on the Inside Sales team. If this happens, we will be able to consider a JG5 candidate at that time.

I also recognize that you have an external candidate you are interested in for a JG5 level role. It's my understanding that this candidate is interested in Shell and is currently employed. We will work with Recruiting to keep him "warm", in other words, let him know that we have interest in him as well, but don't have an immediate role. We'll also work with you on all of the daisy chain opportunities to see if we can find a viable option for the hire as quickly as possible.

It would be advisable to carefully watch your organization structure as you move forward. Working closely with HR to plan your staff movements will be beneficial to assure you can accomplish the changes you'd like to make. At this point, our ability to continue to make exceptions is quite limited.

Happy to talk further if needed.

Thank you,

**Teri Olmen, SPHR, CCP**  
**Human Resources Account Manager**  
Shell Trading  
1000 Main Street, Ste. 16186B  
Houston, TX 77002 USA

**Tel:** +1 713.230.7384  
**Mobile:** [REDACTED]  
**FAX:** +1 858.320.2608

**Softphone:** +1 858.678.2356  
**Email:** [REDACTED]  
**Web:** <http://www.shell.com>

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Message

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**From:** Rangan, Sri SENA-STE/34 [/O=SHELL/OU=MSXSCC/CN=RECIPIENTS/CN=USI+RANS]  
**Sent:** 4/22/2014 2:28:45 PM  
**To:** Rangan, Sri SENA-STE/34 [REDACTED]  
**Subject:** FW: JG5 Inside Sales

For my records....

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**From:** Rangan, Sri SENA-STE/34  
**Sent:** Tuesday, April 22, 2014 2:28 PM  
**To:** Olmen, Teri M SENA-HRUA/AUSS  
**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS; Bowman, Beth A SENA-STE/3  
**Subject:** RE: JG5 Inside Sales

Teri:

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- 1) We would like to proceed with an offer to Robert Dedmon as a JG 6 with the following notes:
  - a. That we offer him compensation that is competitive to his skill set (possibly the higher end of JG 6 range)
  - b. That we submit a promotion request for him when we are able to get a freed up JG 5 within Sales Planning.

I again want to document my discomfort in offering a job to a POC candidate at a lower JG when we have just offered the same exact role (same region/product) to a non POC candidate at a higher JG just a month ago. It has been frustrating for me that we allow a strict adherence to broad processes to cloud our judgment calls on how we apply our business principles around people. I apologize if my frustration has been visible and generated any discomfort or ill-will. I do not apologize for my frustration and will continue to express them every time I experience this disconnect. ***However, with Beth's guidance and above considerations, I request we proceed.***

As always we will continue to work through the mandated HR processes in filling our roles.

Thank you. Please let us know if you need additional information to proceed.

Thank you!

**Sri Rangan**

Manager - Sales Planning  
Shell Trading North America

1000 Main, Houston, TX 77010

Work: 713.767.5311

Cell: [REDACTED]

Email: [REDACTED]

Internet: <http://www.shell.com/trading>

**From:** Olmen, Teri M SENA-HRUA/AUSS  
**Sent:** Thursday, April 17, 2014 1:04 PM  
**To:** Rangan, Sri SENA-STE/34  
**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** JG5 Inside Sales

Sri,

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It would be advisable to carefully watch your organization structure as you move forward. Working closely with HR to plan your staff movements will be beneficial to assure you can accomplish the changes you'd like to make. At this point, our ability to continue to make exceptions is quite limited.

Happy to talk further if needed.

Thank you,

**Teri Olmen, SPHR, CCP**  
**Human Resources Account Manager**  
Shell Trading  
1000 Main Street, Ste. 16186B  
Houston, TX 77002 USA

**Tel:** +1 713.230.7384  
**Mobile:** [REDACTED]  
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## Message

**From:** Olmen, Teri M SENA-HRUA/AUSS [/O=SHELL/OU=AG3-SHELL/CN=RECIPIENTS/CN=USTOL3]  
**Sent:** 4/25/2014 1:15:06 PM  
**To:** Rangan, Sri SENA-STE/34 [REDACTED]  
**CC:** Hartnett, Jennifer R SENA-STE/34 [REDACTED]; Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** RE: JG5 Inside Sales

Sri,

We have some concerns about this particular candidate. In this case, a bit more due diligence is warranted before we make an offer. The “determination” is whether or not we will make an offer. ***IF*** we do, it will be at JG6. Timeline, I’m hoping, is days. However, it’s contingent on getting the interview data back from Recruiting and I don’t have control over that, although we have expressed the urgent nature. When we talk on Monday, I can share more around the reasons for our concern.

Thanks,  
 Teri

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**From:** Rangan, Sri SENA-STE/34  
**Sent:** Friday, April 25, 2014 7:44 AM  
**To:** Olmen, Teri M SENA-HRUA/AUSS  
**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** RE: JG5 Inside Sales

Teri  
 GM! For our awareness, could you articulate the process? I thought we have been through all this and arrived at the candidate and then worked through the JG. Are we going back to candidate assessment again? What is the “determination” you refer to below? Please advise as it is confusing to follow along the plot line anymore ☺. What would be the approximate timeline for us to work through this – days, weeks etc?

Thanks

Sri

---

**From:** Olmen, Teri M SENA-HRUA/AUSS  
**Sent:** Thursday, April 24, 2014 5:58 PM  
**To:** Rangan, Sri SENA-STE/34  
**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS; Bowman, Beth A SENA-STE/3; Sutton, Robyn L SENA-HRD/S  
**Subject:** RE: JG5 Inside Sales

Sri,

The interview and selection notes for this role were already submitted to Central Recruiting. We’ve requested they send them back for review, and expect to get them sometime next week. After we’ve reviewed these notes, we’ll be able to make a determination.

Thank you,  
 Teri



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**From:** Olmen, Teri M SENA-HRUA/AUSS

**Sent:** Wednesday, April 23, 2014 12:46 PM

**To:** Rangan, Sri SENA-STE/34

**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS; Bowman, Beth A SENA-STE/3

**Subject:** RE: JG5 Inside Sales

Sri,

I've asked for additional information from Recruiting and will respond to your request by tomorrow.

Thank you,

Teri

---

**From:** Rangan, Sri SENA-STE/34

**Sent:** Tuesday, April 22, 2014 2:28 PM

**To:** Olmen, Teri M SENA-HRUA/AUSS

**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS; Bowman, Beth A SENA-STE/3

**Subject:** RE: JG5 Inside Sales

Teri:

GM! Thanks for your patience. I had a chance to discuss with Beth next steps regarding role below.

- 1) We would like to proceed with an offer to Robert Dedmon as a JG 6 with the following notes:
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I again want to document my discomfort in offering a job to a POC candidate at a lower JG when we have just offered the same exact role (same region/product) to a non POC candidate at a higher JG just a month ago. It has been frustrating for me that we allow a strict adherence to broad processes to cloud our judgment calls on how we apply our business principles around people. I apologize if my frustration has been visible and generated any discomfort or ill-will. I do not apologize for my frustration and will continue to express them every time I experience this disconnect. ***However, with Beth's guidance and above considerations, I request we proceed.***

As always we will continue to work through the mandated HR processes in filling our roles.

Thank you. Please let us know if you need additional information to proceed.

Thank you!

**Sri Rangan**

Manager - Sales Planning

Shell Trading North America

1000 Main, Houston, TX 77010

Work: 713.767.5311

Cell: [REDACTED]

Email: [REDACTED]

Internet: <http://www.shell.com/trading>

---

**From:** Olmen, Teri M SENA-HRUA/AUSS  
**Sent:** Thursday, April 17, 2014 1:04 PM  
**To:** Rangan, Sri SENA-STE/34  
**Cc:** Hartnett, Jennifer R SENA-STE/34; Rozelle, Megan B SENA-HRUA/AUSS  
**Subject:** JG5 Inside Sales

Sri,

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Happy to talk further if needed.

Thank you,

**Teri Olmen, SPHR, CCP**  
**Human Resources Account Manager**  
Shell Trading  
1000 Main Street, Ste. 16186B  
Houston, TX 77002 USA  
**Tel:** +1 713.230.7384  
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and rules. Personal data may be disclosed to other Shell companies and to third party organizations providing services to the relevant Shell Company or as required by law.

Message

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**From:** Rangan, Sri SENA-STE/34 [/O=SHELL/OU=MSXSCC/CN=RECIPIENTS/CN=USI+RANS]  
**Sent:** 4/29/2014 6:09:28 AM  
**To:** Hartnett, Jennifer R SENA-STE/34 [REDACTED]  
**Subject:** FW: summary of conversation

Jenn  
FYI

---

**From:** Rangan, Sri SENA-STE/34  
**Sent:** Tuesday, April 29, 2014 6:08 AM  
**To:** Olmen, Teri M SENA-HRUA/AUSS  
**Subject:** summary of conversation

Teri

Thanks for the taking the time to review IS organization & clarify compensation structure. What I took away

Compensation:

- 1) Sales bonus structure is "commercial" bonus pool – which can range from 0% to 100% of base pay
- 2) Operations bonus structure is "top up" bonus pool – which includes Group bonus + top up which is at manager discretion

**NEXT STEPS: No action**

Inside Sales

I have raised concerns with Beth over the past year around roles & responsibilities between JG 4,5 & 6 within Inside Sales. Two levels of concerns

- 1) Over the past year, significant process improvements/automation delivered to where all sales staff are primarily focused on sales activities vs. administrative activities. So there is no JG 6 support role within Inside Sales with reasonable difference in accountabilities vs. JG 5
- 2) Job scope/accountabilities are the same for JG 5 & 6 – customers are assigned to sales staff based on commodity/region (ANT model) and therefore are indistinguishable from a complexity perspective – resulting in JG 6 performing same job as JG 5

**NEXT STEPS: Sri to submit business case to Beth, Jenn to engage directly with Megan on process to assess IS organization**

Robert Dedmon:

HR waiting on interview notes to assess fit for role. Just want to ensure that HR has clarity on what the business sees as value proposition with Robert. He has extensive ERCOT market knowledge and has worked in buying & selling Power in the ERCOT market. Jenn has detailed his experience in a prior note. Note that most trade shops don't separate their sales and trade desks the way we do. In many organization, the sales desk reports up through the trade desks. Hence job titles and organization names would say "trader" or "trade desk". Robert has worked directly with our sales staff in the current role he is in and therefore essentially has "sales" experience – buying & selling Power.

Also want to point out that over the past few years (up until last month) we have hired a few people without direct sales experience – Jimmy Promubol, Jesse Park, recently Patrick Fnka, JD Steele – all from Operations. Michael Tickle came from Credit team. Essentially, the primary skill set we are looking for is (ERCOT) market expertise, capability to learn and engagement style.

Hope this gives a bit more insight into our decision model.

**NEXT STEPS: Sits with HR to get back to us on making an offer to Robert**

Thanks

Sri

**Sri Rangan**

Manager - Sales Planning  
Shell Trading North America

1000 Main, Houston, TX 77010

Work: 713.767.5311

Cell: [REDACTED]

Email: [REDACTED]

Internet: <http://www.shell.com/trading>



Message

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**From:** Rangan, Sri SENA-STE/34 [/O=SHELL/OU=MSXSCC/CN=RECIPIENTS/CN=USI+RANS]  
**Sent:** 5/1/2014 7:50:30 PM  
**To:** Bowman, Beth A SENA-STE/3 [REDACTED]  
**Subject:** Shell EO

Hi Beth

Wanted to follow up my call with a summary. I submitted a report through Shell EO (Ethics & compliance site) today. Paraphrased below is the summary of my concern. This is regarding the open sales role and our request to put an offer out to Robert Dedmon, who is a POC candidate.

Per HR (Teri Olmen) statement to me, there is concern around Robert's fit for the role of sales rep in Houston, supporting South Power "because historically POC candidates have struggled to succeed in Shell".

My concern is that generalizing his ability to succeed based on his POC status does not afford him equal opportunity in the hiring process at Shell. You & I spoke about this on Tuesday. I met with Teri again today after your conversation with her. Her position & statements remain the same. As a result, following Shell Code of Conduct, I have reported this through Shell EO.

I received confirmation that my report has been successfully submitted.

Thanks!

**Sri Rangan**

Manager - Sales Planning  
Shell Trading North America

1000 Main, Houston, TX 77010

Work: 713.767.5311

Cell: [REDACTED]

Email: [REDACTED]

Internet: <http://www.shell.com/trading>

Message

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**From:** Williams, Erica L SHLOIL-HRUA/AUSW [/O=SHELL/OU=AG1-SHELL/CN=RECIPIENTS/CN=USEHAC]  
**Sent:** 6/11/2014 12:00:15 PM  
**To:** Rangan, Sri SENA-STE/34 [REDACTED]  
**Subject:** RE: Shell EO

Thank you.

Erica Williams

---

**From:** Rangan, Sri SENA-STE/34  
**Sent:** Wednesday, June 11, 2014 11:51 AM  
**To:** Williams, Erica L SHLOIL-HRUA/AUSW  
**Subject:** FW: Shell EO

Erica

Here is the email that was sent by Jennifer Hartnett detailing Robert's experience vs. our requirements

Thanks

Sri

**Sri Rangan**  
**Manager - Sales Planning**  
**Shell Trading North America**   
1000 Main Street  
Houston, TX 77010  
Office: (713) 767-5311  
Mobile: [REDACTED]  
[REDACTED]

---

**From:** Rangan, Sri SENA-STE/34  
**Sent:** Wednesday, June 11, 2014 11:29 AM  
**To:** Williams, Erica L SHLOIL-HRUA/AUSW  
**Subject:** FW: Shell EO

Erica

This is the one email I can find on this topic dated May 1, 2014. This is the meeting I am talking about. This is the second meeting on this topic. Where Beth talked to Teri and confirmed to me and then indicated Teri wanted to talk to me again. I met with Teri on 5/1/2014. Her views had not changed and I reported that day through EO and followed up with a note to Beth.

I do see a meeting notice on 5/1 with Teri and this would be my second meeting with her (1<sup>st</sup> meeting, last few minutes on this topic, report to Beth/Sean, Beth talks to Teri, Teri asks to speak to me again, meeting scheduled for 5/1, we talk for a few minutes and I had to head off to prepare for a 3 PM meeting with Beth on some other topic.

I did not do a summary for the 5/1 meeting as I reported to EO at that point I believe and saw that as my summary.

Hope this helps.

(My calendar is open and visible – so you can find this meeting on my calendar as well)

Thanks

Sri

**Sri Rangan**

**Manager - Sales Planning**

**Shell Trading North America** 🌐

1000 Main Street

Houston, TX 77010

Office: (713) 767-5311

Mobile: [REDACTED]

---

**From:** Rangan, Sri SENA-STE/34

**Sent:** Thursday, May 01, 2014 7:51 PM

**To:** Bowman, Beth A SENA-STE/3

**Subject:** Shell EO

Hi Beth

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Thanks!

**Sri Rangan**

**Manager - Sales Planning**

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and rules. Personal data may be disclosed to other Shell companies and to third party organizations providing services to the relevant Shell Company or as required by law.

**From:** Olmen, Teri M SENA-HRUA/AUSS [/O=SHELL/OU=AG3-SHELL/CN=RECIPIENTS/CN=USTOL3]  
**Sent:** 5/12/2014 3:49:58 PM  
**To:** Rangan, Sri SENA-STE/34 [REDACTED]  
**CC:** Sutton, Robyn L SENA-HRD/S [REDACTED] Bowman, Beth A SENA-STE/3 [REDACTED]  
Phung, Andrew SENA-HRUA/AUSS [REDACTED]  
**Subject:** Inside Sales Resourcing

Sri,

We met twice in the last weeks to discuss various staffing topics, one of which was a role in your Inside Sales group. While it is my belief that my explanation did follow Shell's policies and practices, it is clear from the various conversations that you've had since that this is not how it was understood, and for that I apologize.

Shell's Equal Opportunity policy provides equal opportunity to all individuals, both employees and applicants, consistent with employment requirements and qualifications. Shell prohibits discrimination based on protected characteristics including race, color, sex, national origin, age, religion, disability, sexual orientation, gender identity, veteran status, citizenship, genetic information or other protected status. I have been and remain fully committed to supporting this policy.

A formal complaint was filed with Shell Ethics and Compliance with regard to this policy and our discussions, which requires an investigation. I have volunteered to remove myself from any resourcing activities for your team until the investigation is complete. Andrew Phung has been assigned to continue the resourcing activities for your team. Please contact him when you'd like to begin, and recognize he will need some time to evaluate the situation, get to know the parameters of the organization, and then will work with you on resourcing for this role in your business.

After this role is resourced, I would like to continue to provide additional HR support for your organization as needed. However, that will stay on hold until the investigation is completed. In the meantime, should you need support for other HR activities beyond this job placement and Megan is unavailable, please contact Robyn.

Thank you,

**Teri Olmen, SPHR, CCP**  
**Human Resources Account Manager**  
Shell Trading  
1000 Main Street, Ste. 16186B  
Houston, TX 77002 USA

**Tel:** +1 713.230.7384

**Mobile:** [REDACTED]

**FAX:** +1 858.320.2608

**Softphone:** +1 858.678.2356

**Email:** [REDACTED]

**Web:** <http://www.shell.com>

This e-mail may include data and attachments containing confidential personal data, which should only be processed and used for the purpose of this communication. Whilst in your possession, it should be stored securely, not shared with unauthorized persons and deleted after its legitimate use.





# Exhibit C-1

Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 04 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,166.67	3,954.18	714.91	274.99	3,176.77
YTD :	42,083.36	40,377.44	8,011.31	2,104.92	

Direct deposit 3,176.77

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			1,388.89-	
PVacation	43.40281	32.00	1,388.89	
Regular			3,472.23	33,787.91
Vacation				1,388.89
Holiday Pay Base	43.40281	16.00	694.44	1,906.56
Sign On Bonus-Gross				5,000.00
Total Earnings			4,166.67	42,083.36
Imputed Income				
CGLI - FICA Only			6.00	42.00
Total Imputed Income			6.00	42.00

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal					
Withholding Tax	402.85	4,845.94	Empl Life	6.50	45.50
EE Social Security Tax	252.91	2,565.40	Empl Life Adj		6.50
EE Medicare Tax	59.15	599.97	Shell Employee Club		5.00
			GESPP Post Tax	50.00	300.00
Total Taxes - Cum.	714.91	8,011.31	Post-Tax Deductions -Cum.	56.50	357.00

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	3.00	1,000.00	MED Pre Tax	84.16
Employee ProvFundAfterTax	0.00		DEN Pre Tax	4.25
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	125.00
Company Provident Fund	0.00		Vision Pre Tax	5.08
GESPP Post Tax		300.00	MED Pre Adj	84.16
			DEN Pre Adj	4.25
			Vision Pre Adj	5.08
Company Provident Fund Current Amt				

MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Dedmon, Robert L

FEIN 76-0659593

Employee#. [REDACTED]

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,166.67	3,954.18	714.91	274.99	3,176.77
YTD :	42,083.36	40,377.44	8,011.31	2,104.92	

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	3.00	1,000.00	Pre-Tax Deductions - Cum.	218.49	1,747.92
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00				
Company Provident Fund	0.00				
GESPP Post Tax		300.00			

Company Provident Fund Current Amt

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 04 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,750.00	4,389.60	844.42	444.92	3,460.66
YTD :	118,599.52	110,920.25	22,085.57	9,487.96	

Direct deposit 3,460.66

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,958.33	104,252.80
Performance Bonus PriorYR				6,658.00
Perf Bon Non-BB				42.00
Vacation				3,907.81
Holiday Pay Base	49.47917	16.00	791.67	3,372.74
Shares Cash Balance				65.92
Wellness Reimbursement				250.00
TMS Meals/Busmtg/Rec Awd				34.08
GESPP Exercise				50.25
Total Earnings			4,750.00	118,599.52
Imputed Income				
CGLI - FICA Only			8.01	185.67
Total Imputed Income			8.01	185.67

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	9.41	199.10
Withholding Tax	488.63	13,200.29	Dependent Life		11.80
EE Social Security Tax	288.35	7,201.14	Retiremnt Life	17.10	222.30
EE Medicare Tax	67.44	1,684.14	Empl Life Adj		6.24
Total Taxes - Cum.	844.42	22,085.57	Depend Lif Adj		11.80-
			Retiremnt Life Adj		51.30
			Shell Employee Club		10.00
			GESPP Post Tax	50.00	1,200.00
			Post-Tax Deductions -Cum.	76.51	1,688.94

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	5.50	MED Pre Tax	97.10	2,330.40
Employee ProvFundAfterTax	0.00	DEN Pre Tax	4.98	119.52
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax	261.25	5,227.18
Company Provident Fund	2.50	Vision Pre Tax	5.08	121.92
GESPP Post Tax	1,200.00	Pre-Tax Deductions - Cum.	368.41	7,799.02
Company Provident Fund Current Amt	118.75			

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 04 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,841.67	4,583.43	602.17	475.34	3,764.16
YTD :	131,528.40	123,041.11	25,233.05	12,585.10	

Direct deposit 3,764.16

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,961.37	111,660.25
Performance Bonus PriorYR				15,000.00
Vacation				880.30
Holiday Pay Base	55.01894	16.00	880.30	3,476.19
Shares Cash Balance				55.56
Wellness Reimbursement				250.00
TMS Travel Exp-TDE				51.71
TMS EMP MEALS or Bus Mtg				28.15
GESPP Exercise				206.10
Total Earnings			4,841.67	131,528.40
Imputed Income				
Misc Pmt- NO TA				200.00
CGLI - FICA Only			8.21	196.44
CGLI # FICA Only Adj				0.20
Total Imputed Income			8.21	396.64

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	9.59	229.62
Withholding Tax	533.60	16,016.12	Retiremnt Life	17.48	418.38
EE Social Security Tax		7,347.00	Plan Loan 1	67.27	739.97
EE Medicare Tax	68.57	1,869.93	Plan Loan 2	14.55	58.20
Total Taxes - Cum.	602.17	25,233.05	Empl Life Adj		0.18
			Retiremnt Life Adj		0.38
			Shell Employee Club		10.00
			GESPP Post Tax	100.00	2,300.00
			Post-Tax Deductions -Cum.	208.89	3,756.73

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	3.00	MED Pre Tax	110.99	2,663.76
Employee ProvFundAfterTax	0.00	DEN Pre Tax	5.13	123.12
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax	145.25	5,919.57
Company Provident Fund	2.50	Vision Pre Tax	5.08	121.92
GESPP Post Tax		Pre-Tax Deductions - Cum.	266.45	8,828.37
Company Provident Fund Current Amt	121.04			

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 04 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,895.83	4,582.60	824.91	531.88	3,539.04
YTD :	131,170.39	123,685.92	25,883.81	12,711.84	

Direct deposit 3,539.04

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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Regular			3,916.66	104,272.70
Performance Bonus PriorYR				12,800.00
Vacation				9,422.76
Holiday Pay Base	61.19792	16.00	979.17	3,696.14
Shares Cash Balance				19.45
Emergency Per Diem				697.22
TMS - Mileage				673.03
TMS EMP MEALS or Bus Mtg				76.86
GESPP Exercise				959.34

Total Earnings			4,895.83	131,170.39
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Imputed Income				
CGLI - FICA Only			8.33	199.56
CGLI # FICA Only Adj				0.12

Total Imputed Income			8.33	199.68
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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Federal			Empl Life	10.87	260.52
Withholding Tax	529.61	16,136.58	Retiremnt Life	17.63	422.67
EE Social Security Tax	226.01	7,886.40	Plan Loan 1	67.27	1,614.48
EE Medicare Tax	69.29	1,860.83	Plan Loan 2	14.55	349.20
			Empl Life Adj		0.12
			Retiremnt Life Adj		0.15
Total Taxes - Cum.	824.91	25,883.81	GESPP Post Tax	100.00	2,400.00

			Post-Tax Deductions -Cum.	210.32	5,047.14
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CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	4.00	4,647.18	MED Pre Tax	113.62	2,726.88
Employee ProvFundAfterTax	0.00		DEN Pre Tax	5.81	139.44
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	195.83	4,647.18
Company Provident Fund	2.50	3,254.88	Vision Pre Tax	6.30	151.20
GESPP Post Tax		2,400.00			

			Pre-Tax Deductions - Cum.	321.56	7,664.70
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Company Provident Fund Current Amt	122.40
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## MESSAGES:

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 03 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,983.33	4,674.91	837.31	528.11	3,617.91
YTD :	132,271.97	122,162.24	22,622.18	14,409.86	

Direct deposit 500.00  
Direct deposit 3,117.91

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			4,077.27	105,579.95
Performance Bonus PriorYR				10,700.00
Vacation				9,722.80
Personal Holiday				453.03
Holiday Pay Base	56.62879	16.00	906.06	3,669.14
Transportation Reimburse				1,008.00
Shares Cash Balance				62.95
TMS Travel Exp-TDE				93.92
TMS - Mileage				376.11
GESPP Exercise				1,076.10
Total Earnings			4,983.33	132,271.97
Imputed Income				
Misc Pmt- NO TA				100.00
CGLI - FICA Only			8.51	203.70
CGLI # FICA Only Adj				0.18
Total Imputed Income			8.51	303.88

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	11.36	272.07
Withholding Tax	468.23	12,869.45	Retiremnt Life	18.00	430.89
EE Social Security Tax	299.12	7,904.17	Plan Loan 1	67.27	1,614.48
EE Medicare Tax	69.96	1,848.56	Plan Loan 2	14.55	349.20
Total Taxes - Cum.	837.31	22,622.18	Empl Life Adj		0.19
			Retiremnt Life Adj		0.37
			GESPP Post Tax	100.00	2,400.00
			Post-Tax Deductions -Cum.	211.18	5,067.20

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	3.00	MED Pre Tax	155.32	3,727.68
Employee ProvFundAfterTax	0.00	DEN Pre Tax	5.81	139.44
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax	149.50	5,324.34
Company Provident Fund	2.50	Vision Pre Tax	6.30	151.20
GESPP Post Tax	2,400.00	Pre-Tax Deductions - Cum.	316.93	9,342.66
Company Provident Fund Current Amt	124.58			

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 03 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,116.67	4,905.18	580.27	470.34	4,066.06
YTD :	152,262.71	147,642.55	29,198.86	14,295.61	

Direct deposit 500.00  
Direct deposit 3,566.06

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			4,263.89	111,343.12
Performance Bonus PriorYR				19,136.00
Perf Bon Non-BB				9,664.00
Vacation				7,457.94
Holiday Pay Base	53.29861	16.00	852.78	3,732.35
Shares Cash Balance				83.31
Service Award TA				125.00
Wellness Reimbursement				250.00
TMS - Mileage				191.98
TxRslt SvcAward TA				52.69
GESPP Exercise				418.30
Total Earnings			5,116.67	152,262.71
Imputed Income				
CGLI - FICA Only			8.80	210.33
CGLI # FICA Only Adj				0.29
Total Imputed Income			8.80	210.62

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	11.67	279.15
Withholding Tax	508.41	18,794.64	Retiremnt Life	18.45	441.45
EE Social Security Tax		8,239.80	Plan Loan 1	67.27	1,614.48
EE Medicare Tax	71.86	2,164.42	Plan Loan 2	152.66	3,082.30
Total Taxes - Cum.	580.27	29,198.86	Empl Life Adj		0.31
			Retiremnt Life Adj		0.45
			Parking		780.00
			GESPP Post Tax		3,350.00
			Post-Tax Deductions -Cum.	250.05	9,548.14

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	1.00	1,628.07	MED Pre Tax	156.58
Employee ProvFundAfterTax	0.00		DEN Pre Tax	6.24
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	51.17
Company Provident Fund	2.50	3,541.80	Vision Pre Tax	6.30
GESPP Post Tax		3,350.00	MED Pre Adj	321.62-
Company Provident Fund Current Amt	127.92		Pre-Tax Deductions - Cum.	220.29
				4,747.47

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 03 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,300.00	5,157.77	629.85	343.67	4,326.48
YTD :	164,880.42	162,497.86	32,684.83	12,454.97	

Direct deposit 50.00  
Direct deposit 4,276.48

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			2,650.00-	
PVacation	66.25000	40.00	2,650.00	
Regular			4,416.67	111,560.90
Performance Bonus PriorYR				24,560.00
Perf Bon Non-BB				12,440.00
Vacation				10,037.89
Personal Holiday				1,428.79
Holiday Pay Base	55.20833	16.00	883.33	3,805.76
Shares Cash Balance				77.92
Misc Pmt TA				250.00
GESPP Exercise				613.80
TxRsult Misc Pmt TA				105.36
Total Earnings			5,300.00	164,880.42
Imputed Income				
Misc Pmt- NO TA				150.00
CGLI - FICA Only			10.22	243.96
CGLI # FICA Only Adj				0.44
Total Imputed Income			10.22	394.40

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	18.76	395.62
Withholding Tax	554.29	21,786.68	Dependent Life	0.67	16.08
EE Social Security Tax		8,537.40	Retiremnt Life	19.13	457.08
EE Medicare Tax	75.56	2,360.75	Plan Loan 1		1,547.21
Total Taxes - Cum.	629.85	32,684.83	Plan Loan 2	152.66	3,663.84
			Empl Life Adj		0.42
			Retiremnt Life Adj		0.68
			Parking		325.00
			GESPP Post Tax		3,350.00
			Post-Tax Deductions -Cum.	191.22	9,755.93

CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	1.00	312.50	MED Pre Tax	73.25	1,758.00
Employee ProvFundAfterTax	0.00		DEN Pre Tax	16.08	385.92
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	53.00	312.50
Company Provident Fund	5.00	4,844.84	Acc Ins PreTax	3.82	91.29
GESPP Post Tax		3,350.00	Vision Pre Tax	6.30	151.20
			Acc Ins Pre Adj		0.13
Company Provident Fund Current Amt		265.00	Pre-Tax Deductions - Cum.	152.45	2,699.04

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 00 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,300.00	5,157.77	936.34	400.12	4,157.99
YTD :	159,805.57	156,375.08	38,999.37	11,604.53	

Direct deposit 50.00  
Direct deposit 4,107.99

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			1,927.27-	
PVacation	60.22727	32.00	1,927.27	
Regular			4,416.67	117,278.55
Perf Bon Non-BB				32,000.00
Vacation				6,147.20
Holiday Pay Base	55.20833	16.00	883.33	3,774.25
Shares Cash Balance				16.97
TMS EMP MEALS or Bus Mtg			194.45	194.45
GESPP Exercise				588.60
Total Earnings			5,300.00	159,805.57
Imputed Income				
CGLI - FICA Only			10.22	245.28
Total Imputed Income			10.22	245.28

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	18.76	450.24
Withholding Tax	860.79	27,859.89	Dependent Life	0.67	16.08
EE Social Security Tax		8,853.60	Retiremnt Life	19.13	459.12
EE Medicare Tax	75.55	2,285.88	Plan Loan 2	152.66	3,663.84
Total Taxes - Cum.	936.34	38,999.37	Personal Exp on Corp Card	56.45	56.45
			GESPP Post Tax		3,300.00
			Post-Tax Deductions -Cum.	247.67	7,945.73

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	1.00	1,272.00	MED Pre Tax	73.25
Employee ProvFundAfterTax	0.00		DEN Pre Tax	16.08
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	53.00
Company Provident Fund	5.00	6,360.00	Acc Ins PreTax	3.82
GESPP Post Tax		3,300.00	Vision Pre Tax	6.30
Company Provident Fund Current Amt	265.00		Pre-Tax Deductions - Cum.	152.45
				3,658.80

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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 00 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,700.00	5,622.96	1,042.83	282.28	4,374.89
YTD :	169,767.95	167,901.14	41,888.38	12,645.46	

Direct deposit 50.00  
Direct deposit 4,324.89

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			1,554.55-	
PVacation	64.77273	24.00	1,554.55	
Regular			4,663.64	118,986.38
Performance Bonus PriorYR				19,080.00
SRA Cash - Gross				10,944.00
Perf Bon Non-BB				920.00
Vacation				8,187.27
Personal Holiday				5,242.27
Holiday Pay Base	64.77273	16.00	1,036.36	3,584.08
Shares Cash Balance				24.51
TMS - Mileage				384.40
GESPP Exercise				2,799.44
Total Earnings			5,700.00	169,767.95
Imputed Income				
CGLI - FICA Only			11.18	265.44
CGLI # FICA Only Adj				0.96
Total Imputed Income			11.18	266.40

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	20.18	480.06
Withholding Tax	960.47	30,320.09	Dependent Life	0.67	16.08
EE Social Security Tax		9,114.00	Retiremnt Life	20.55	488.94
EE Medicare Tax	82.36	2,454.29	Plan Loan 2	152.66	3,663.84
Total Taxes - Cum.	1,042.83	41,888.38	Empl Life Adj		1.42
			Retiremnt Life Adj		1.42
			Parking		585.00
			GESPP Post Tax		5,300.00
			Post-Tax Deductions -Cum.	194.06	10,536.76

CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	1.00	1,360.00	MED Pre Tax	6.06	145.44
Employee ProvFundAfterTax	0.00		DEN Pre Tax	14.75	354.00
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	57.00	1,360.00
Company Provident Fund	5.00	7,754.00	Acc Ins PreTax	4.11	97.77
GESPP Post Tax		5,300.00	Vision Pre Tax	6.30	151.20
			Acc Ins Pre Adj		0.29
Company Provident Fund Current Amt		285.00	Pre-Tax Deductions - Cum.	88.22	2,108.70

MESSAGES:  
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P.O. Box 4282  
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Dedmon, Robert L

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 00 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	6,004.17	5,923.73	1,463.10	892.93	3,648.14
YTD :	152,724.17	151,536.60	40,866.68	11,478.70	

Direct deposit 50.00  
Direct deposit 3,598.14

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRregular			6,004.17-	
PNonOcc Disab Full Pay	75.05213	80.00	6,004.17	61,761.49
Regular			6,004.17	19,973.00
Performance Bonus PriorYR				46,727.00
Perf Bon Non-BB				6,426.53
Vacation				14,191.67
NonOcc Disab Full Pay				1,070.35
Holiday Pay Base				66.57
Shares Cash Balance				2,507.56
GESPP Exercise				
Total Earnings			6,004.17	152,724.17
Imputed Income				
CGLI - FICA Only			11.91	164.55
CGLI # FICA Only Adj				0.73
Total Imputed Income			11.91	165.28

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	25.22	349.24
Withholding Tax	1,005.34	29,210.29	Dependent Life	0.80	11.20
EE Social Security Tax	371.00	9,447.01	Retiremnt Life	21.68	300.13
EE Medicare Tax	86.76	2,209.38	Plan Loan 1	350.22	3,502.20
Total Taxes - Cum.	1,463.10	40,866.68	Plan Loan 2	152.66	2,137.24
			Empl Life Adj		1.28
			Retiremnt Life Adj		1.13
			Parking		390.00
			GESPP Post Tax	250.00	3,500.00
			Post-Tax Deductions -Cum.	800.58	10,192.42

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	1.00	834.48	MED Pre Tax	6.06
Employee ProvFundAfterTax	0.00		DEN Pre Tax	14.75
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	60.04
Company Provident Fund	5.00	5,171.17	Acc Ins PreTax	5.20
GESPP Post Tax		3,500.00	Vision Pre Tax	6.30
			Acc Ins Pre Adj	0.27
Company Provident Fund Current Amt	300.21	Pre-Tax Deductions - Cum.	92.35	1,286.28

MESSAGES:  
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Deley, Michael B

FEIN 76-0659593

Employee#.

FED Single Allowances: 02 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	2,750.00	2,133.30	460.78	868.75	1,420.47
YTD :	43,204.35	38,535.30	9,942.43	7,317.50	

Direct deposit 1,420.47

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			2,291.67	28,791.67
Vacation				750.00
Holiday Pay Base	28.64583	16.00	458.33	1,208.33
Sign On Bonus-Gross				6,000.00
Trsfd Emp Expense TA				1,500.00
Misc Reloc Suppl				3,500.00
TxRslt TranExp-3rd Pty-TA				727.19
TxRslt Trsfd Emp Exp TA				727.16
Total Earnings			2,750.00	43,204.35
Imputed Income				
TranExp-3rd Pty TA				1,500.00
CGLI - FICA Only			2.05	18.45
Total Imputed Income			2.05	1,518.45

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Parking		390.00
Withholding Tax	250.26	6,521.14	GESPP Post Tax	250.00	740.00
EE Social Security Tax	170.62	2,772.81			
EE Medicare Tax	39.90	648.48	Post-Tax Deductions -Cum.	250.00	1,130.00
Total Taxes - Cum.	460.78	9,942.43			

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	22.50	Employee ProvFund Pre-Tax	618.75	6,187.50
Employee ProvFundAfterTax	0.00			
Employee ProvFund Roth	0.00	Pre-Tax Deductions - Cum.	618.75	6,187.50
Company Provident Fund	2.50			
GESPP Post Tax				
Company Provident Fund Current Amt	68.75			

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Deley, Michael B

FEIN 76-0659593

Employee#.

FED Single Allowances: 02 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	3,033.33	3,057.39	688.63	644.33	1,700.37
YTD :	77,101.09	75,433.68	17,748.70	20,115.92	

Direct deposit 1,700.37

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			137.88-	
PVacation	34.46970	4.00	137.88	
Regular			2,481.81	68,226.52
Performance Bonus PriorYR				4,700.00
Vacation				1,323.64
NonOcc Disab Full Pay				250.00
Personal Holiday				275.76
Holiday Pay Base	34.46970	16.00	551.52	2,157.34
Shares Cash Balance				44.17
GESPP Exercise				123.66
Total Earnings			3,033.33	77,101.09
Imputed Income				
Misc Pmt- NO TA			100.00	200.00
CGLI - FICA Only			2.39	56.34
CGLI # FICA Only Adj				0.34
Total Imputed Income			102.39	256.68

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Employee ProvFund Roth	455.00	10,835.00
Withholding Tax	454.74	11,978.02	Parking		780.00
EE Social Security Tax	189.56	4,676.89	Shell Employee Club		10.00
EE Medicare Tax	44.33	1,093.79	GESPP Post Tax	111.00	6,611.00
Total Taxes - Cum.	688.63	17,748.70	Post-Tax Deductions -Cum.	566.00	18,236.00

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	0.00	MED Pre Tax	73.25	1,758.00
Employee ProvFundAfterTax	0.00	Vision Pre Tax	5.08	121.92
Employee ProvFund Roth	15.00			
Company Provident Fund	2.50	Pre-Tax Deductions - Cum.	78.33	1,879.92
GESPP Post Tax				
Company Provident Fund Current Amt	75.83			

MESSAGES:  
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Deley, Michael B

FEIN 76-0200625

Employee#.

FED Single Allowances: 02 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	3,508.33	3,439.66	836.27	1,054.97	1,617.09
YTD :	56,133.28	55,134.56	13,388.03	16,094.52	

Direct deposit 1,617.09

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			2,806.66	53,034.25
Vacation				797.35
Holiday Pay Base	43.85417	16.00	701.67	2,301.68
Total Earnings			3,508.33	56,133.28
Imputed Income				
Misc Pmt- NO TA				100.00
CGLI - FICA Only			3.55	56.80
Total Imputed Income			3.55	156.80

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Employee ProvFund Roth	526.25	8,420.00
Withholding Tax	573.14	9,170.24	Parking		325.00
EE Social Security Tax	213.26	3,418.34	GESPP Post Tax	456.50	6,194.00
EE Medicare Tax	49.87	799.45			
Total Taxes - Cum.	836.27	13,388.03	Post-Tax Deductions -Cum.	982.75	14,939.00

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	0.00	MED Pre Tax	65.92	1,054.72
Employee ProvFundAfterTax	0.00	Vision Pre Tax	6.30	100.80
Employee ProvFund Roth	15.00			
Company Provident Fund	2.50	Pre-Tax Deductions - Cum.	72.22	1,155.52
GESPP Post Tax				
Company Provident Fund Current Amt	87.71			

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Deley, Michael B

FEIN 76-0659593

Employee#.

FED Single Allowances: 02 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	3,916.67	3,848.59	861.00	1,382.89	1,672.78
YTD :	47,000.04	46,183.08	10,332.08	14,560.68	

Direct deposit 1,672.78

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			146.87-	
PPersonal Holiday	48.95833	3.00	146.87	
Regular			3,204.55	43,209.47
Vacation				1,436.12
Personal Holiday				146.87
Holiday Pay Base	44.50758	16.00	712.12	2,207.58
Total Earnings			3,916.67	47,000.04
Imputed Income				
CGLI - FICA Only			4.14	49.68
Total Imputed Income			4.14	49.68

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Employee ProvFund Roth	626.67	7,520.04
Withholding Tax	566.59	6,799.08	Parking		390.00
EE Social Security Tax	238.61	2,863.35	GESPP Post Tax	684.00	5,784.00
EE Medicare Tax	55.80	669.65			
Total Taxes - Cum.	861.00	10,332.08	Post-Tax Deductions -Cum.	1,310.67	13,694.04

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	0.00	MED Pre Tax	65.92	791.04
Employee ProvFundAfterTax	0.00	Vision Pre Tax	6.30	75.60
Employee ProvFund Roth	16.00			
Company Provident Fund	2.50	Pre-Tax Deductions - Cum.	72.22	866.64
GESPP Post Tax				
Company Provident Fund Current Amt	97.92			

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Deley, Michael B

FEIN 76-0659593

Employee#.

FED Single Allowances: 02 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,204.17	4,171.14	683.73	802.29	2,718.15
YTD :	156,877.78	155,480.26	37,839.26	27,186.03	

Direct deposit 2,718.15

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,503.48	92,955.70
Performance Bonus PriorYR				12,320.00
Perf Bon Non-BB				42,680.00
Vacation				3,554.43
Personal Holiday				764.40
Holiday Pay Base	43.79340	16.00	700.69	3,050.55
Shares Cash Balance				74.50
Wellness Reimbursement				250.00
GESPP Exercise				1,228.20
Total Earnings			4,204.17	156,877.78
Imputed Income				
PMisc Pmt- NO TA			50.00	
Misc Pmt- NO TA				275.00
CGLI - FICA Only			4.55	107.97
CGLI # FICA Only Adj				0.41
Total Imputed Income			54.55	383.38

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Employee ProvFund Roth	714.71	17,872.63
Withholding Tax	623.25	27,345.00	Parking		780.00
EE Social Security Tax		8,239.80	GESPP Post Tax		6,827.00
EE Medicare Tax	60.48	2,254.46			
Total Taxes - Cum.	683.73	37,839.26	Post-Tax Deductions -Cum.	714.71	25,479.63

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	0.00	MED Pre Tax	65.92	1,186.56
Employee ProvFundAfterTax	0.00	DEN Pre Tax	15.36	368.64
Employee ProvFund Roth	17.00	Vision Pre Tax	6.30	151.20
Company Provident Fund	2.50			
GESPP Post Tax		Pre-Tax Deductions - Cum.	87.58	1,706.40
Company Provident Fund Current Amt	105.10			

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FEIN 76-0659593 Employee#.  
FED Single Allowances: 02 Addnl. W/H : 0.00

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept



Delev, Michael B

FEIN 76-0659593

Employee#.

FED Single Allowances: 02 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,000.00	4,867.40	840.94	988.30	3,170.76
YTD :	169,123.72	164,821.10	40,549.23	28,068.99	

Direct deposit 3,170.76

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			909.09-	
PVacation	56.81818	16.00	909.09	
Regular			3,750.00	97,732.34
Perf Bon Non-BB				60,000.00
Vacation				5,384.29
Personal Holiday				796.96
Holiday Pay Base	52.08333	24.00	1,250.00	3,753.01
Shares Cash Balance				29.92
Wellness Reimbursement				250.00
TMS - Mileage				180.32
GESPP Exercise				1,177.20
Total Earnings			5,000.00	169,123.72
Imputed Income				
PMisc Pmt- NO TA			100.00	
Misc Pmt- NO TA				300.00
CGLI - FICA Only			5.70	118.11
CGLI # FICA Only Adj				0.89
Total Imputed Income			105.70	419.00

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Employee ProvFund Roth	750.00	16,391.10
Withholding Tax	768.18	29,268.42	Personal Exp on Corp Card		6.19
EE Social Security Tax		8,853.60	GESPP Post Tax		6,980.00
EE Medicare Tax	72.76	2,427.21			
Total Taxes - Cum.	840.94	40,549.23	Post-Tax Deductions -Cum.	750.00	23,377.29

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	3.00	2,572.50	MED Pre Tax	65.92
Employee ProvFundAfterTax	0.00		DEN Pre Tax	16.08
Employee ProvFund Roth	15.00	16,391.10	Employee ProvFund Pre-Tax	150.00
Company Provident Fund	5.00	3,958.73	Vision Pre Tax	6.30
GESPP Post Tax		6,980.00		151.20
			Pre-Tax Deductions - Cum.	238.30
Company Provident Fund Current Amt	250.00			4,691.70

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Delev, Michael B		FEIN 76-0659593		Employee#.	
		FED Single Allowances: 02 Addnl. W/H :		0.00	
GROSS		TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,529.17	5,510.68	1,014.05	32.09	4,483.03
YTD :	197,054.50	192,924.98	47,672.48	28,993.16	
Direct deposit	4,483.03				
EARNINGS		RATE	HOURS	CURRENT	YEAR TO DATE
PRegular				502.65-	
PVacation		62.83144	8.00	502.65	
Regular				4,523.87	119,307.24
Performance Bonus PriorYR					35,100.00
SRA Cash - Gross					10,616.00
Perf Bon Non-BB					14,900.00
Vacation					7,852.54
Personal Holiday					1,005.30
Holiday Pay Base		62.83144	16.00	1,005.30	3,476.66
Shares Cash Balance					66.12
Wellness Reimbursement					250.00
TMS Travel Exp-TDE					24.70
GESPP Exercise					4,480.64
Total Earnings				5,529.17	197,054.50
Imputed Income					
CGLI - FICA Only				8.62	203.82
CGLI # FICA Only Adj					1.02
Total Imputed Income				8.62	204.84
TAXES		CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT YEAR TO DATE
Federal				Employee ProvFund Roth	16,882.40
Withholding Tax		934.14	35,708.61	Group Legal	4.98 119.52
EE Social Security Tax			9,114.00	Parking	780.00
EE Medicare Tax		79.91	2,849.87	GESPP Post Tax	6,943.00
Total Taxes - Cum.		1,014.05	47,672.48	Post-Tax Deductions -Cum.	4.98 24,724.92
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax		3.00 3,617.60	MED Pre Tax	6.06	145.44
Employee ProvFundAfterTax		0.00	DEN Pre Tax	14.75	354.00
Employee ProvFund Roth		12.00 16,882.40	Employee ProvFund Pre-Tax		3,617.60
Company Provident Fund		5.00 8,337.12	Vision Pre Tax	6.30	151.20
GESPP Post Tax		6,943.00	Pre-Tax Deductions - Cum.	27.11	4,268.24
Company Provident Fund Current Amt		276.46			
MESSAGES:					
Company Mailing Address					
P.O. Box 4282					
Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					

Delev, Michael B		FEIN 76-0659593		Employee#.	244185
		FED Single Allowances: C2 Addnl. W/H :		0.00	
GROSS		TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	7,250.00	7,019.59	1,437.86	1,153.34	4,658.80
YTD :	265,501.16	262,826.06	68,450.12	16,904.54	
Direct deposit		4,658.80			
EARNINGS		RATE	HOURS	CURRENT	YEAR TO DATE
Regular				6,525.00	74,302.87
Performance Bonus PriorYR					58,123.00
Perf Bon Non-BR					120,677.00
Vacation					5,571.20
Personal Holiday					1,658.75
Holiday Pay Base		90.62500	8.00	725.00	1,812.99
Shares Cash Balance					72.07
GESPP Exercise					3,283.28
Total Earnings				7,250.00	265,501.16
Imputed Income					
Misc Pmt- NO TA					115.00
CGLI - FICA Only				11.92	130.75
CGLI # FICA Only Adj				2.28	3.99
Total Imputed Income				14.20	249.74
TAXES		CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT YEAR TO DATE
Federal				Employee ProvFund Roth	688.75 11,582.03
Withholding Tax		1,267.79	54,082.55	Group Legal	4.98 64.74
EE Social Security Tax			9,932.40	Parking	65.00 455.00
EE Medicare Tax		170.07	4,435.17	GESPP Post Tax	150.00 1,950.00
Total Taxes - Cum.		1,437.86	68,450.12	Post-Tax Deductions -Cum.	908.73 14,051.77
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax		3.00 2,500.34	MED Pre Tax	6.06 78.78	
Employee ProvFundAfterTax		0.00	DEN Pre Tax	14.75 191.75	
Employee ProvFund Roth		9.50 11,582.03	Employee ProvFund Pre-Tax	217.50 2,500.34	
Company Provident Fund		5.00 7,073.43	Vision Pre Tax	6.30 81.90	
GESPP Post Tax		1,950.00	Pre-Tax Deductions - Cum.	244.61 2,852.77	
Company Provident Fund Current Amt		362.50			
MESSAGES:					
Company Mailing Address					
P.O. Box 4282					
Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					

Hund, Douglas R

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 01 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,245.84	5,410.93	1,339.82	959.54-	3,865.56
YTD :	109,017.74	84,451.69	18,505.47	29,474.83	

Direct deposit 25.00  
Direct deposit 25.00  
Direct deposit 75.00  
Direct deposit 25.00

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,538.20	91,747.07
Performance Bonus PriorYR				6,700.00
Vacation				6,098.59
Personal Holiday				849.16
Holiday Pay Base	44.22753	16.00	707.64	3,055.34
TxRsult SRA Gift Net-TA				24.23
Shares Cash Balance				71.00
GESPP Exercise				472.35
Total Earnings			4,245.84	109,017.74
Imputed Income				
SRA Gift - Net				50.00
CGLI - FICA Only			7.69	184.02
Total Imputed Income			7.69	234.02

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	18.55	444.24
Withholding Tax	869.04	10,727.98	IPI	13.33	319.23
EE Social Security Tax	381.55	6,303.33	LTD	37.88	907.11
EE Medicare Tax	89.23	1,474.16	Dependent Life	0.30	7.20
Total Taxes - Cum.	1,339.82	18,505.47	Retiremnt Life	15.30	366.54
			Empl Life Adj		0.32
			IPI Adj		0.23
			LTD Adj		0.67
			Retiremnt Life Adj		0.22
			GESPP Post Tax	112.50	2,700.00
			Post-Tax Deductions -Cum.	197.86	4,745.76

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	17.50	MED Pre Tax	200.90	4,821.60
Employee ProvFundAfterTax	0.00	DEN Pre Tax	43.59	1,046.16
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax	743.02	17,214.85
Company Provident Fund	10.00	FSA-Healthcare	50.00	1,200.00
GESPP Post Tax	2,700.00	Acc Ins PreTax	5.35	128.13
		Vision Pre Tax	13.26	318.24
		Vacation Buy Pre Tax	96.24	2,309.76
Company Provident Fund Current Amt	424.58	Acc Ins Pre Adj		0.09

MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R

FEIN 76-0659593

Employee#.

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,245.84	5,410.93	1,339.82	959.54-	3,865.56
YTD :	109,017.74	84,451.69	18,505.47	29,474.83	

Direct deposit 3,715.56

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	17.50	17,214.85	Vacation Purchase Refund	2,309.76-	2,309.76-
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00		Pre-Tax Deductions - Cum.	1,157.40-	24,729.07
Company Provident Fund	10.00	10,844.92			
GESPP Post Tax		2,700.00			

Company Provident Fund Current Amt	424.58
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MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R

FEIN 76-0659593

Employee#.

FED \*DO NO Allowances: 01 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,304.18	6,219.93	1,544.22	1,693.01-	4,452.97
YTD :	109,254.77	83,307.24	18,217.70	31,329.34	

Direct deposit 25.00  
Direct deposit 25.00  
Direct deposit 75.00  
Direct deposit 25.00

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,521.60	96,960.91
Performance Bonus PriorYR				5,000.00
Vacation				2,347.74
Personal Holiday				782.58
Holiday Pay Base	48.91110	16.00	782.58	3,092.41
Shares Cash Balance				40.31
Service Award TA				375.00
TxRslt SvcAward TA				181.79
GESPP Exercise				474.03
Total Earnings			4,304.18	109,254.77
Imputed Income				
Misc Pmt- NO TA				200.00
CGLI - FICA Only			11.75	281.37
CGLI # FICA Only Adj				0.21
Total Imputed Income			11.75	481.58

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	30.75	617.82
Withholding Tax	1,068.40	10,467.70	IPI	13.51	322.44
EE Social Security Tax	385.64	6,281.05	LTD	38.40	920.04
EE Medicare Tax	90.18	1,468.95	Dependent Life	0.30	7.20
Total Taxes - Cum.	1,544.22	18,217.70	Retiremnt Life	15.53	372.03
			Empl Life Adj		0.26
			LTD Adj		0.52
			Retiremnt Life Adj		0.23
			GESPP Post Tax	112.50	2,700.00
			Post-Tax Deductions -Cum.	210.99	4,940.54

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	19.50	18,000.00	MED Pre Tax	179.30
Employee ProvFundAfterTax	0.00		DEN Pre Tax	45.30
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax	18,000.00
Company Provident Fund	10.00	10,818.40	FSA-Healthcare	106.25
GESPP Post Tax		2,700.00	Acc Ins PreTax	5.43
			Vision Pre Tax	13.26
			Vacation Buy Pre Tax	97.98
Company Provident Fund Current Amt	430.42		MED Pre Adj	19.92-

MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept



Hund, Douglas R

FEIN 76-0659593

Employee#.

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,304.18	6,219.93	1,544.22	1,693.01-	4,452.97
YTD :	109,254.77	83,307.24	18,217.70	31,329.34	

Direct deposit 4,302.97

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	19.50	18,000.00	Acc Ins Pre Adj	0.08
Employee ProvFundAfterTax	0.00		Vacation Purchase Refund	2,351.52-
Employee ProvFund Roth	0.00			2,351.52-
Company Provident Fund	10.00	10,818.40	Pre-Tax Deductions - Cum.	1,904.00-
GESPP Post Tax		2,700.00		26,388.80

Company Provident Fund Current Amt	430.42
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MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R  
[REDACTED] [REDACTED] [REDACTED]FEIN 76-0659593 Employee#.  
FED \*DO NO Allowances: 01 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,395.84	6,346.71	1,581.79	1,721.63-	4,535.68
YTD :	126,470.76	100,434.60	23,698.84	31,681.53	

Direct deposit 25.00  
 Direct deposit 25.00  
 Direct deposit 75.00  
 Direct deposit 25.00

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,516.67	94,538.79
Performance Bonus PriorYR				20,000.00
Vacation				6,705.40
Personal Holiday				758.30
Holiday Pay Base	54.94804	16.00	879.17	3,314.35
Shares Cash Balance				31.98
GESPP Exercise				1,121.94
Total Earnings			4,395.84	126,470.76
Imputed Income				
CGLI - FICA Only			12.08	288.93
CGLI # FICA Only Adj				0.33
Total Imputed Income			12.08	289.26

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	34.37	822.72
Withholding Tax	1,096.26	14,638.59	IPI	14.85	356.40
EE Social Security Tax	393.50	7,342.95	LTD	39.21	938.61
EE Medicare Tax	92.03	1,717.30	Dependent Life	0.33	7.92
Total Taxes - Cum.	1,581.79	23,698.84	Retiremnt Life	15.90	380.49
			Empl Life Adj	0.72	
			LTD Adj	0.81	
			Retiremnt Life Adj	0.37	
			Personal Exp on Corp Card		180.05
			GESPP Post Tax	112.50	2,700.00

Post-Tax Deductions -Cum. 217.16 5,388.09

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	21.50	MED Pre Tax	169.34	4,064.16
Employee ProvFundAfterTax	0.00	DEN Pre Tax	48.00	1,152.00
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax		18,000.00
Company Provident Fund	10.00	FSA-Healthcare	106.25	2,550.00
GESPP Post Tax		Acc Ins PreTax	5.55	132.84
		Vision Pre Tax	16.43	394.32
		Vacation Buy Pre Tax	99.32	2,383.68
Company Provident Fund Current Amt	439.58	Acc Ins Pre Adj		0.12

MESSAGES:  
 Company Mailing Address  
 P.O. Box 4282  
 Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R  
[REDACTED] urt

FEIN 76-0659593

Employee#. [REDACTED]

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,395.84	6,346.71	1,581.79	1,721.63-	4,535.68
YTD :	126,470.76	100,434.60	23,698.84	31,681.53	

Direct deposit 4,385.68

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	21.50	18,000.00	Vacation Purchase Refund	2,383.68-	2,383.68-
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00		Pre-Tax Deductions - Cum.	1,938.79-	26,293.44
Company Provident Fund	10.00	12,531.60			
GESPP Post Tax		2,700.00			

Company Provident Fund Current Amt	439.58
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MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R  
[REDACTED] [REDACTED] [REDACTED]FEIN 76-0659593 Employee#.  
FED \*DO NO Allowances: 00 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,545.84	6,703.98	1,496.71	1,713.58-	4,762.71
YTD :	123,434.83	95,102.76	19,913.42	33,361.70	

Direct deposit 25.00  
 Direct deposit 25.00  
 Direct deposit 75.00  
 Direct deposit 25.00

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,719.32	98,571.88
Performance Bonus PriorYR				12,000.00
Vacation				5,877.45
Personal Holiday				1,010.19
Holiday Pay Base	51.65731	16.00	826.52	3,340.64
Transportation Reimburse				1,392.00
Shares Cash Balance				39.97
TMS Travel Exp-TDE				12.00
GESPP Exercise				1,202.70
Total Earnings			4,545.84	123,434.83
Imputed Income				
PMisc Pmt- NO TA			200.00	
Misc Pmt- NO TA				600.00
CGLI - FICA Only			12.62	301.26
CGLI # FICA Only Adj				0.54
Total Imputed Income			212.62	901.80

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	36.29	867.42
Withholding Tax	983.85	11,222.81	IPI	15.79	378.96
EE Social Security Tax	415.65	7,043.37	LTD	50.60	1,209.39
EE Medicare Tax	97.21	1,647.24	Dependent Life	0.33	7.92
Total Taxes - Cum.	1,496.71	19,913.42	Retiremnt Life	16.43	392.73
			Empl Life Adj		1.18
			LTD Adj		1.67
			Retiremnt Life Adj		0.53
			GESPP Post Tax	112.50	2,700.00
			Post-Tax Deductions -Cum.	231.94	5,559.80

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	23.50	MED Pre Tax	207.19	4,972.56
Employee ProvFundAfterTax	0.00	DEN Pre Tax	48.00	1,152.00
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax		18,500.00
Company Provident Fund	10.00	FSA-Healthcare	108.34	2,600.16
GESPP Post Tax		Acc Ins PreTax	7.64	182.61
		Vision Pre Tax	16.43	394.32
		Vacation Buy Pre Tax	101.44	2,434.56
Company Provident Fund Current Amt	454.58	Acc Ins Pre Adj		0.25

MESSAGES:  
 Company Mailing Address  
 P.O. Box 4282  
 Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R  
[REDACTED] urt

FEIN 76-0659593

Employee#.

[REDACTED]

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,545.84	6,703.98	1,496.71	1,713.58-	4,762.71
YTD :	123,434.83	95,102.76	19,913.42	33,361.70	

Direct deposit 4,612.71

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	23.50	18,500.00	Vacation Purchase Refund	2,434.56-	2,434.56-
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00		Pre-Tax Deductions - Cum.	1,945.52-	27,801.90
Company Provident Fund	10.00	12,079.92			
GESPP Post Tax		2,700.00			

Company Provident Fund Current Amt	454.58
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MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R [REDACTED]urt		FEIN 76-0659593		Employee#. [REDACTED]	
		FED *DO NO Allowances: 00 Addnl. W/H :		0.00	
GROSS		TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,733.34	6,771.42	1,131.68	1,888.52-	5,490.18
YTD :	161,116.70	132,548.32	29,683.41	33,825.90	
Direct deposit	25.00	[REDACTED]			
Direct deposit	25.00	[REDACTED]			
Direct deposit	75.00	[REDACTED]			
Direct deposit	25.00	[REDACTED]			
EARNINGS		RATE	HOURS	CURRENT	YEAR TO DATE
PRegular				946.67-	
PVacation		59.16679	16.00	946.67	
Regular				3,944.45	100,317.63
Performance Bonus PriorYR					19,638.00
Perf Bon Non-BB					25,962.00
Vacation					8,651.51
Personal Holiday					809.12
Holiday Pay Base		49.30566	16.00	788.89	3,446.90
Transportation Reimburse					1,755.00
Shares Cash Balance					64.84
TMS Travel Exp-TDE					158.63
GESPP Exercise					471.70
Total Earnings				4,733.34	161,116.70
Imputed Income					
CGLI - FICA Only				13.29	316.95
CGLI # FICA Only Adj					0.67
Total Imputed Income				13.29	317.62
TAXES		CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT YEAR TO DATE
Federal				Empl Life	37.79 902.46
Withholding Tax	1,033.50	19,246.16		IPI	17.47 417.21
EE Social Security Tax		8,239.80		LTD	63.24 1,510.23
EE Medicare Tax	98.18	2,197.45		Dependent Life	0.67 16.08
Total Taxes - Cum.	1,131.68	29,683.41		Retiremnt Life	17.10 408.39
				Empl Life Adj	1.50
				IPI Adj	0.69
				LTD Adj	2.51
				Retiremnt Life Adj	0.67
				Charity	50.00
				GESPP Post Tax	3,450.00
				Post-Tax Deductions -Cum.	136.27 6,759.74
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	25.50	19,000.00	MED Pre Tax	207.19	3,729.42
Employee ProvFundAfterTax	0.00		DEN Pre Tax	48.00	1,152.00
Employee ProvFund Roth	0.00		Employee ProvFund Pre-Tax		19,000.00
Company Provident Fund	10.00	13,286.22	FSA-Healthcare	108.33	2,600.02
GESPP Post Tax		3,450.00	Acc Ins PreTax	7.96	190.08
			Vision Pre Tax	16.43	394.32
			Vacation Buy Pre Tax	104.90	2,517.60
Company Provident Fund Current Amt		473.33	Acc Ins Pre Adj		0.32
MESSAGES:					
Company Mailing Address					
P.O. Box 4282					
Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					



Hund, Douglas R  
[REDACTED] urt

FEIN 76-0659593

Employee#.

[REDACTED]

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,733.34	6,771.42	1,131.68	1,888.52-	5,490.18
YTD :	161,116.70	132,548.32	29,683.41	33,825.90	

Direct deposit 5,340.18

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	25.50	19,000.00	Vacation Purchase Refund	2,517.60-	2,517.60-
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00		Pre-Tax Deductions - Cum.	2,024.79-	27,066.16
Company Provident Fund	10.00	13,286.22			
GESPP Post Tax		3,450.00			

Company Provident Fund Current Amt	473.33
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MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R		FEIN 76-0659593		Employee#.	
urt		FED *DO NO Allowances: 00 Addnl. W/H :		0.00	
GROSS		TAXABLE		TAXES	
DEDUCTIONS				NET PAY	
Curr.: 4,816.68		6,968.89		1,603.37	
YTD : 132,992.94		103,484.63		22,196.85	
				1,999.97-	
				36,114.32	
Direct deposit 25.00					
Direct deposit 25.00					
Direct deposit 75.00					
Direct deposit 25.00					
EARNINGS		RATE		HOURS	
				CURRENT	
				YEAR TO DATE	
PRegular				875.76-	
PVacation		54.73496		16.00	
Regular				875.76	
Performance Bonus PriorYR				4,013.90	
Vacation					
Personal Holiday					
Holiday Pay Base		50.17372		16.00	
Transportation Reimburse				802.78	
Shares Cash Balance					
Misc Pmt TA					
TMS EMP MEALS or Bus Mtg					
TMS Other Expenses - Misc					
GESPP Exercise					
TxRslt Misc Pmt TA					
Total Earnings				4,816.68	
				132,992.94	
Imputed Income					
Misc Pmt- NO TA					
CGLI - FICA Only				13.59	
CGLI # FICA Only Adj					
Total Imputed Income				13.59	
				525.56	
TAXES		CURRENT		YEAR TO DATE	
				POST-TAX DEDS	
				CURRENT	
				YEAR TO DATE	
Federal				Empl Life	
Withholding Tax		1,070.25		38.45	
EE Social Security Tax		432.07		17.78	
EE Medicare Tax		101.05		64.35	
Total Taxes - Cum.		1,603.37		1,541.07	
				Dependent Life	
				0.67	
				16.08	
				Retiremnt Life	
				17.40	
				416.70	
				Empl Life Adj	
				0.66	
				IPI Adj	
				0.31	
				LTD Adj	
				1.11	
				Retiremnt Life Adj	
				0.30	
				Charity	
				125.00	
				Personal Exp on Corp Card	
				354.14	
				GESPP Post Tax	
				3,850.00	
				Post-Tax Deductions -Cum.	
				138.65	
				7,651.98	
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE		PRE-TAX DEDS	
				CURRENT	
				YEAR TO DATE	
Employee ProvFund Pre-Tax		25.50		MED Pre Tax	
Employee ProvFundAfterTax		0.00		215.48	
Employee ProvFund Roth		0.00		50.10	
Company Provident Fund		10.00		1,202.40	
GESPP Post Tax				19,500.00	
				Employee ProvFund Pre-Tax	
				83.33	
				1,999.98	
				FSA-Healthcare	
				8.10	
				193.98	
				Acc Ins PreTax	
				16.43	
				394.32	
				Vision Pre Tax	
				109.22	
				2,621.28	
				Vacation Buy Pre Tax	
				0.14	
				Acc Ins Pre Adj	
Company Provident Fund Current Amt		481.67			
MESSAGES:					
Company Mailing Address					
P.O. Box 4282					
Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					

Hund, Douglas R [REDACTED]urt		FEIN 76-0659593		Employee#. [REDACTED]	
GROSS		TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,816.68	6,968.89	1,603.37	1,999.97-	5,213.28
YTD :	132,992.94	103,484.63	22,196.85	36,114.32	
Direct deposit	5,063.28	[REDACTED]			
EARNINGS		RATE	HOURS	CURRENT	YEAR TO DATE
TAXES		CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT YEAR TO DATE
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	25.50	19,500.00	Vacation Purchase Refund	2,621.28-	2,621.28-
Employee ProvFundAfterTax	0.00		Pre-Tax Deductions - Cum.	2,138.62-	28,462.34
Employee ProvFund Roth	0.00				
Company Provident Fund	10.00	13,043.40			
GESPP Post Tax		3,850.00			
Company Provident Fund Current Amt		481.67			
MESSAGES: Company Mailing Address P.O. Box 4282 Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					

Hund, Douglas R  
[REDACTED] [REDACTED] [REDACTED]FEIN 76-0659593 Employee#.  
FED \*DO NO Allowances: 00 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,816.68	6,976.38	1,597.79	1,960.93-	5,179.82
YTD :	147,023.35	111,469.47	25,487.58	44,009.47	

Direct deposit 25.00  
Direct deposit 25.00  
Direct deposit 75.00  
Direct deposit 25.00

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
Regular			3,612.51	103,704.58
Perf Bon Non-BB				30,000.00
Funeral Leave				875.76
Vacation				6,312.77
Personal Holiday				875.76
Holiday Pay Base	50.17372	24.00	1,204.17	3,831.45
Shares Cash Balance				37.29
Service Award TA				500.00
TxRsult SvcAward TA				210.74
GESPP Exercise				675.00
Total Earnings			4,816.68	147,023.35
Imputed Income				
CGLI - FICA Only			20.84	500.16
Total Imputed Income			20.84	500.16

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	59.91	1,201.78
Withholding Tax	1,064.09	14,971.16	IPI	18.31	439.44
EE Social Security Tax	432.54	8,523.11	LTD	69.51	1,668.24
EE Medicare Tax	101.16	1,993.31	Dependent Life	0.67	16.08
Total Taxes - Cum.	1,597.79	25,487.58	Retiremnt Life	8.70	304.50
			Empl Life Adj		21.46
			Retiremnt Life Adj		8.70-
			Charity	20.83	499.92
			GESPP Post Tax		3,850.00
			Post-Tax Deductions -Cum.	177.93	7,992.72

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	25.50	MED Pre Tax	228.15	5,475.60
Employee ProvFundAfterTax	0.00	DEN Pre Tax	50.10	1,202.40
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax		26,000.00
Company Provident Fund	10.00	FSA-Healthcare	114.58	2,750.03
GESPP Post Tax	3,850.00	Acc Ins PreTax	8.10	194.40
		Vision Pre Tax	16.43	394.32
		Vacation Buy Pre Tax	111.14	2,667.36
Company Provident Fund Current Amt	481.67	Vacation Purchase Refund	2,667.36-	2,667.36-

MESSAGES:  
Company Mailing Address  
P.O. Box 4282  
Houston, TX 77210-4282

Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept

Hund, Douglas R  
[REDACTED] urt

FEIN 76-0659593

Employee# [REDACTED]

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	4,816.68	6,976.38	1,597.79	1,960.93-	5,179.82
YTD :	147,023.35	111,469.47	25,487.58	44,009.47	

Direct deposit 5,029.82

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	25.50	26,000.00		
Employee ProvFundAfterTax	0.00			
Employee ProvFund Roth	0.00			
Company Provident Fund	10.00	11,560.08		
GESPP Post Tax		3,850.00		

Company Provident Fund Current Amt	481.67
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Pre-Tax Deductions - Cum.	2,138.86-	36,016.75
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Hund, Douglas R  
[REDACTED] [REDACTED] [REDACTED]FEIN 76-0659593 Employee#.  
FED \*DO NO Allowances: 00 Addnl. W/H : 0.00

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,204.18	7,368.76	1,695.36	1,961.72-	5,470.54
YTD :	150,556.64	112,766.62	25,168.92	45,591.04	

Direct deposit 25.00  
 Direct deposit 25.00  
 Direct deposit 75.00  
 Direct deposit 25.00

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
PRegular			946.22-	
PVacation	59.13837	16.00	946.22	
Regular			4,257.97	110,878.33
Performance Bonus PriorYR				12,000.00
SRA Cash - Gross				9,992.02
Vacation				8,818.19
Personal Holiday				1,156.48
Holiday Pay Base	59.13837	16.00	946.21	3,272.32
Transportation Reimburse				1,350.00
Shares Cash Balance				37.68
TMS Other Expenses - Misc				35.00
GESPP Exercise				3,051.62
Total Earnings			5,204.18	150,556.64
Imputed Income				
CGLI - FICA Only			22.98	545.10
CGLI # FICA Only Adj				2.14
Total Imputed Income			22.98	547.24

TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
Federal			Empl Life	64.72	1,538.85
Withholding Tax	1,131.65	14,476.77	IPI	19.78	470.31
EE Social Security Tax	456.86	8,665.53	LTD	78.85	1,874.79
EE Medicare Tax	106.85	2,026.62	Group Legal	6.48	155.52
Total Taxes - Cum.	1,695.36	25,168.92	Dependent Life	0.67	16.08
			Retiremnt Life	9.38	223.08
			Empl Life Adj		4.81
			IPI Adj		1.47
			LTD Adj		5.87
			Retiremnt Life Adj		0.68
			Charity OneTime Amt		500.00
			GESPP Post Tax		3,850.00
			Post-Tax Deductions -Cum.	179.88	8,641.46

CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	25.50	MED Pre Tax	231.51	5,556.24
Employee ProvFundAfterTax	0.00	DEN Pre Tax	43.34	1,040.16
Employee ProvFund Roth	0.00	Employee ProvFund Pre-Tax		27,000.00
Company Provident Fund	10.00	FSA-Healthcare	114.59	2,750.16
GESPP Post Tax	3,850.00	Acc Ins PreTax	8.75	208.05
		Vision Pre Tax	16.43	394.32
		Vacation Buy Pre Tax	111.14	2,667.36
Company Provident Fund Current Amt	520.42	Acc Ins Pre Adj		0.65

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Hund, Douglas R  
[REDACTED] urt

FEIN 76-0659593

Employee# [REDACTED]

	GROSS	TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,204.18	7,368.76	1,695.36	1,961.72-	5,470.54
YTD :	150,556.64	112,766.62	25,168.92	45,591.04	

Direct deposit 5,320.54

EARNINGS	RATE	HOURS	CURRENT	YEAR TO DATE
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TAXES	CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT	YEAR TO DATE
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CONTRIBUTIONS/DEFERRALS	YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
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Employee ProvFund Pre-Tax	25.50	27,000.00	Vacation Purchase Refund	2,667.36-	2,667.36-
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00		Pre-Tax Deductions - Cum.	2,141.60-	36,949.58
Company Provident Fund	10.00	13,612.58			
GESPP Post Tax		3,850.00			

Company Provident Fund Current Amt	520.42
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Hund, Douglas R [REDACTED]urt		FEIN 76-0659593		Employee#. FED *DO NO Allowances: 00 Addnl. W/H : 0.00	
GROSS		TAXABLE		TAXES	
DEDUCTIONS		NET PAY			
Curr.: 5,679.17		3,606.88		721.30	
YTD : 136,438.89		110,524.96		28,311.94	
2,342.94		30,250.25		2,614.93	
Direct deposit 25.00		[REDACTED]			
Direct deposit 25.00		[REDACTED]			
Direct deposit 75.00		[REDACTED]			
Direct deposit 25.00		[REDACTED]			
EARNINGS		RATE		HOURS	
CURRENT		YEAR TO DATE			
Regular		4,976.25		64,838.96	
Performance Bonus PriorYR				18,235.00	
Perf Bon Non-BB				44,065.00	
Vacation				3,197.42	
Personal Holiday				1,658.75	
Holiday Pay Base		69.11463		8.00	
Transportation Reimburse		552.92		1,534.10	
Shares Cash Balance		150.00		1,050.00	
GESPP Exercise				37.62	
				1,822.04	
Total Earnings		5,679.17		136,438.89	
Imputed Income					
CGLI - FICA Only		24.77		316.64	
CGLI # FICA Only Adj				1.79	
Total Imputed Income		24.77		318.43	
TAXES		CURRENT		YEAR TO DATE	
POST-TAX DEDS		CURRENT		YEAR TO DATE	
Federal		81.29		1,042.46	
Withholding Tax		21.95		281.48	
EE Social Security Tax		75.38		966.65	
EE Medicare Tax		6.48		84.24	
Total Taxes - Cum.		721.30		28,311.94	
Empl Life		0.80		10.40	
Dependent Life		9.98		127.94	
Retiremnt Life				4.77	
Empl Life Adj				1.29	
IPI Adj				4.43	
LTD Adj				0.60	
Retiremnt Life Adj				6.25	
Personal Exp on Corp Card				200.00	
GESPP Post Tax		200.00		2,575.00	
Post-Tax Deductions -Cum.		395.88		5,105.51	
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE		PRE-TAX DEDS	
CURRENT		YEAR TO DATE		CURRENT	
Employee ProvFund Pre-Tax		25.50		18,163.48	
Employee ProvFundAfterTax		0.00			
Employee ProvFund Roth		0.00			
Company Provident Fund		10.00		8,946.46	
GESPP Post Tax				2,575.00	
MED Pre Tax		231.51		3,009.63	
DEN Pre Tax		43.34		563.42	
Employee ProvFund Pre-Tax		1,409.94		18,163.48	
FSA-Healthcare		114.59		1,489.67	
Acc Ins PreTax		11.15		143.00	
Vision Pre Tax		16.43		213.59	
Vacation Buy Pre Tax		120.10		1,561.30	
Acc Ins Pre Adj				0.65	
Company Provident Fund Current Amt		552.92			
MESSAGES:					
Company Mailing Address					
P.O. Box 4282					
Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					



Fund, Douglas R. [REDACTED]urt		FEIN 76-0659593		Employee#. [REDACTED]	
GROSS		TAXABLE	TAXES	DEDUCTIONS	NET PAY
Curr.:	5,679.17	3,606.88	721.30	2,342.94	2,614.93
YTD :	136,438.89	110,524.96	28,311.94	30,250.25	
Direct deposit	2,464.93	[REDACTED]			
EARNINGS		RATE	HOURS	CURRENT	YEAR TO DATE
TAXES		CURRENT	YEAR TO DATE	POST-TAX DEDS	CURRENT YEAR TO DATE
CONTRIBUTIONS/DEFERRALS		YEAR TO DATE	PRE-TAX DEDS	CURRENT	YEAR TO DATE
Employee ProvFund Pre-Tax	25.50	18,163.48	Pre-Tax Deductions - Cum.	1,947.06	25,144.74
Employee ProvFundAfterTax	0.00				
Employee ProvFund Roth	0.00				
Company Provident Fund	10.00	8,946.46			
GESPP Post Tax		2,575.00			
Company Provident Fund Current Amt		552.92			
MESSAGES:					
Company Mailing Address					
P.O. Box 4282					
Houston, TX 77210-4282					
Inquiries: For Hours, Contact your Timekeeper. For Benefits, Contact 1-800-30SHELL. For Pay, Contact your HR Dept					